

# **EXHIBIT 2**

## **PART 2**

| Median Gross Income for Private Practitioners and Non-Private Practitioners by Firm Size |  |                      |           |                  |           |             |           |
|--|--|----------------------|-----------|------------------|-----------|-------------|-----------|
|  |  | Non-Private Practice |           | Private Practice |           | Group Total |           |
|  |  | N                    | Median    | N                | Median    | N           | Median    |
| 0  |  | 10                   | \$6,000   | 7                | \$25,000  | 17          | \$18,000  |
| 1  |  | 60                   | \$80,000  | 273              | \$65,000  | 333         | \$68,000  |
| 2  |  | 42                   | \$89,000  | 80               | \$85,000  | 122         | \$87,000  |
| 3 to 6   |  | 88                   | \$92,000  | 189              | \$90,000  | 277         | \$91,000  |
| 7 to 10  |  | 41                   | \$84,000  | 81               | \$105,000 | 122         | \$100,000 |
| 11 to 20   |  | 51                   | \$85,000  | 61               | \$125,000 | 112         | \$105,000 |
| 21 to 50   |  | 53                   | \$90,000  | 81               | \$115,000 | 134         | \$107,000 |
| 51 to 100  |  | 21                   | \$104,000 | 43               | \$143,000 | 64          | \$118,000 |
| More than 100  |  | 44                   | \$97,000  | 25               | \$259,000 | 69          | \$115,000 |
| Group Total  |  | 410                  | \$89,000  | 840              | \$95,000  | 1250        | \$92,000  |

| Gross Income Before Taxes by Practice Region |     |           |                              |                    |                    |                    |                    |
|--|-----|-----------|------------------------------|--------------------|--------------------|--------------------|--------------------|
|  | N   | Mean      | Median<br>50th<br>Percentile | 10th<br>Percentile | 25th<br>Percentile | 75th<br>Percentile | 95th<br>Percentile |
| Ann Arbor Area                               | 45  | \$163,992 | \$95,000                     | \$41,800           | \$65,000           | \$162,000          | \$264,000          |
| Battle Creek Area                            | 14  | \$99,496  | \$94,000                     | \$46,750           | \$73,250           | \$130,000          | \$143,485          |
| Bay City Area                                | 17  | \$156,949 | \$78,000                     | \$18,000           | \$50,000           | \$150,000          | \$408,168          |
| Benton Harbor Area                           | 17  | \$126,873 | \$70,000                     | \$16,400           | \$60,000           | \$150,000          | \$164,800          |
| Central Michigan Area                        | 16  | \$71,535  | \$65,000                     | 24,502             | \$44,433           | \$92,500           | \$106,000          |
| Downtown Detroit                             | 109 | \$149,108 | \$102,000                    | \$53,600           | \$70,000           | \$150,000          | \$292,999          |
| Elkhart-Goshen Area                          | 0   | 0         | 0                            | 0                  | 0                  | 0                  | 0                  |
| Flint Area                                   | 19  | \$95,045  | \$97,000                     | \$41,580           | \$56,628           | \$115,850          | \$136,000          |
| Genesee-Shiawassee<br>County Area            | 20  | \$130,105 | \$95,400                     | \$34,700           | \$64,575           | \$170,000          | \$200,600          |
| Grand Rapids Area                            | 68  | \$128,152 | \$102,000                    | \$44,960           | \$62,125           | \$156,366          | \$243,600          |
| Ingham County Area                           | 6   | \$40,305  | \$31,000                     | \$12,500           | \$19,000           | \$42,873           | \$77,416           |
| Jackson Area                                 | 11  | \$72,545  | \$60,000                     | \$7,000            | \$48,000           | \$95,500           | 115,000            |
| Kalamazoo Area                               | 34  | \$119,348 | \$100,000                    | \$21,509           | \$62,125           | \$142,250          | \$209,200          |
| Kent-Eaton-Ionia-<br>Barry County Area       | 22  | \$67,630  | \$50,000                     | \$5,258            | \$29,500           | \$103,500          | \$133,500          |
| Lansing Area                                 | 112 | \$96,368  | \$90,000                     | \$28,740           | \$54,375           | \$127,000          | \$160,570          |
| Lapeer-St.Clair County                       | 16  | \$109,315 | \$90,650                     | \$19,500           | \$39,900           | \$116,951          | \$195,168          |

| Gross Income Before Taxes by Practice Region |      |           |                              |                    |                    |                    |                    |
|--|------|-----------|------------------------------|--------------------|--------------------|--------------------|--------------------|
|  | N    | Mean      | Median<br>50th<br>Percentile | 10th<br>Percentile | 25th<br>Percentile | 75th<br>Percentile | 95th<br>Percentile |
| Area   |      |           |                              |                    |                    |                    |                    |
| Livingston County Area                       | 10   | \$86,750  | \$89,000                     | \$36,250           | \$63,000           | \$122,000          | \$140,500          |
| Macomb County (North)                        | 36   | \$95,172  | \$77,500                     | \$32,000           | \$44,750           | \$109,000          | \$215,000          |
| Macomb County (South)                        | 22   | \$101,273 | \$55,000                     | \$17,500           | \$45,000           | \$141,250          | \$254,070          |
| Marquette Area                               | 8    | \$75,842  | \$79,000                     | \$27,450           | \$53,320           | \$85,500           | \$121,393          |
| Muskegon-Ludington Area                      | 11   | \$96,545  | \$45,000                     | \$0                | \$17,500           | \$163,500          | \$238,408          |
| Northern Michigan                            | 29   | \$92,132  | \$85,000                     | \$15,477           | \$44,000           | \$120,000          | \$167,634          |
| Oakland County (North)                       | 100  | \$193,850 | \$120,000                    | \$39,763           | \$73,050           | \$180,750          | \$325,600          |
| Oakland County (South)                       | 258  | \$139,819 | \$98,250                     | \$25,000           | \$60,000           | \$150,000          | \$253,000          |
| Detroit (Other)                              | 52   | \$93,289  | \$84,200                     | \$11,700           | \$49,125           | \$120,000          | \$184,000          |
| Ottawa-Allegan County Area                   | 15   | \$116,138 | \$80,000                     | \$30,400           | \$43,601           | \$146,138          | \$191,200          |
| Saginaw Area                                 | 13   | \$82,845  | \$73,000                     | \$18,800           | \$38,000           | \$85,000           | \$138,600          |
| Thumb Area                                   | 5    | \$100,400 | \$125,000                    | \$37,800           | \$42,000           | \$150,000          | \$150,000          |
| Toledo Area                                  | 7    | \$69,000  | \$57,000                     | \$22,000           | \$42,000           | \$106,000          | \$115,200          |
| Traverse City Area                           | 30   | \$109,271 | \$77,500                     | \$36,700           | \$57,500           | \$114,750          | \$201,800          |
| Upper Peninsula (East)                       | 5    | \$38,546  | \$13,733                     | \$4,400            | \$11,000           | \$48,000           | \$91,200           |
| Upper Peninsula (West)                       | 0    | \$0       | \$0                          | \$0                | \$0                | \$0                | \$0                |
| Washtenaw County Area                        | 14   | \$146,214 | \$60,500                     | \$8,600            | \$13,500           | \$146,750          | \$261,000          |
| Wayne County Area                            | 50   | \$110,540 | \$81,500                     | \$5,630            | \$31,500           | \$133,750          | \$301,000          |
| Non-Michigan                                 | 101  | \$147,620 | \$110,000                    | \$43,000           | \$70,000           | \$160,000          | \$256,000          |
| Total  | 1297 | \$126,945 | \$92,000                     | \$22,600           | \$56,000           | \$143,000          | \$236,041          |

| Median Hours Spent Per Week on Work Related Activities by Work Classification |     |                                       |                                      |   |                  |                         |                         |
|---|-----|---------------------------------------|--------------------------------------|---|------------------|-------------------------|-------------------------|
|   | N   | Legal Work<br>Based on<br>Hourly Rate | Legal Work<br>Based on<br>Fixed Rate | Legal Work<br>Based on<br>Contingent<br>Fee | Office<br>Admin. | Marketing<br>Activities | Non-Legal<br>Employment |
| Sole Practitioner   | 239 | 20                                    | 10                                   | 2   | 5                | 2                       | 0                       |
| Sole Practitioner<br>with 1 or More<br>Associates                             | 47  | 29                                    | 5                                    | 5   | 5                | 3                       | 2                       |



| Median Hours Spent Per Week on Work Related Activities by Work Classification |  |      |                                 |                                |                                    |               |                      |                      |
|---|--|------|---------------------------------|--------------------------------|------------------------------------|---------------|----------------------|----------------------|
|   |  | N    | Legal Work Based on Hourly Rate | Legal Work Based on Fixed Rate | Legal Work Based on Contingent Fee | Office Admin. | Marketing Activities | Non-Legal Employment |
|   | Sole Practitioner Sharing Space          | 47   | 20                              | 10                             | 1                                  | 5             | 2                    | 0                    |
|   | Managing Partner                         | 51   | 30                              | 10                             | 1                                  | 5             | 3                    | 0                    |
|   | Equity Partner / Shareholder             | 202  | 35                              | 2                              | 5                                  | 5             | 3                    | 0                    |
|   | Non-Equity Partner                       | 43   | 40                              | 1                              | 3                                  | 5             | 4                    | 0                    |
|   | Senior Associate                         | 63   | 35                              | 5                              | 1                                  | 4             | 3                    | 0                    |
|   | Associate                                | 151  | 35                              | 2                              | 0                                  | 3             | 2                    | 0                    |
|   | Academic Professor of Law                | 13   | 0                               | 0                              | 0                                  | 2             | 0                    | 38                   |
|   | Contract Attorney                        | 10   | 15                              | -                              | -                                  | 1             | -                    | 0                    |
|   | In-House Corporate Counsel               | 115  | 0                               | 40                             | 0                                  | 5             | 0                    | 0                    |
|   | Legal Services Agency Attorney           | 26   | 20                              | 35                             | 0                                  | 8             | 0                    | 0                    |
|   | Lobbyist/Trade Association               | 3    | -                               | -                              | -                                  | -             | -                    | -                    |
|   | Judge                                    | 8    | 3                               | -                              | -                                  | 5             | -                    | 0                    |
|   | Admin Law Judge / Referee                | 12   | 40                              | -                              | -                                  | 5             | -                    | 0                    |
|   | County Prosecutor                        | 21   | 19                              | 40                             | 0                                  | 0             | 0                    | 0                    |
|   | City/State/County / Other                | 83   | 31                              | 40                             | 0                                  | 5             | 0                    | 0                    |
|   | Federal Prosecutor                       | 2    | -                               | -                              | -                                  | -             | -                    | -                    |
|   | Other Federal                            | 27   | 0                               | 40                             | 0                                  | 5             | 0                    | 0                    |
|   | Management, Non-Legal                    | 23   | 0                               | 0                              | 0                                  | 5             | 0                    | 50                   |
|   | Not Practicing Law                       | 16   | 0                               | 0                              | 0                                  | 0             | 0                    | 40                   |
|   | Retired                                  | 12   | 0                               | 0                              | 0                                  | 0             | 0                    | 0                    |
|   | Unemployed, Seeking Non Legal Employment | 0    | -                               | -                              | -                                  | -             | -                    | -                    |
|   | Other/Not Listed                         | 11   | 40                              | 17                             | -                                  | 5             | 0                    | 0                    |
|   | Total                                    | 1229 | 25                              | 6                              | 0                                  | 5             | 2                    | 0                    |

| Median Annual Non-Billable Hours by Work Classification |   |     |                            |               |                           |                            |
|---|---|-----|----------------------------|---------------|---------------------------|----------------------------|
|   |   | N   | Continuing Legal Education | Pro Bono Work | Other Unbilled Legal Work | Unbilled Community Service |
|   | Sole Practitioner                             | 237 | 16                         | 20            | 30                        | 156                        |
|   | Sole Practitioner with One or More Associates | 46  | 16                         | 12            | 20                        | 104                        |
|   | Sole Practitioner Sharing Space               | 47  | 15                         | 20            | 20                        | 104                        |
|   | Managing Partner                              | 48  | 20                         | 20            | 30                        | 156                        |
|   | Equity Partner/ Shareholder                   | 197 | 20                         | 20            | 40                        | 208                        |
|   | Non-Equity Partner                            | 42  | 15                         | 20            | 40                        | 104                        |

| Median Annual Non-Billable Hours by Work Classification |      |                            |               |                           |                            |
|---|------|----------------------------|---------------|---------------------------|----------------------------|
|   | N    | Continuing Legal Education | Pro Bono Work | Other Unbilled Legal Work | Unbilled Community Service |
| Senior Associate  | 58   | 15                         | 10            | 20                        | 52                         |
| Associate   | 135  | 15                         | 10            | 20                        | 52                         |
| Academic Professor of Law                               | 16   | 10                         | 10            | 15                        | -                          |
| Contract Attorney                                       | 8    | 12                         | 3             | 5                         | -                          |
| In-House Corporate Counsel                              | 117  | 20                         | 1             | -                         | 52                         |
| Legal Services Agency Attorney                          | 24   | 23                         | 25            | -                         | 104                        |
| Lobbyist/Trade Association                              | 3    | -                          | -             | -                         | -                          |
| Judge   | 11   | 40                         | -             | -                         | 520                        |
| Admin Law Judge/Referee                                 | 14   | 28                         | 5             | -                         | -                          |
| County Prosecutor                                       | 19   | 16                         | -             | -                         | 156                        |
| City/State/County Other                                 | 83   | 12                         | -             | -                         | 104                        |
| Federal Prosecutor                                      | 2    | -                          | -             | -                         | -                          |
| Other Federal   | 26   | 10                         | -             | -                         | -                          |
| Management, Non-Legal                                   | 19   | 10                         | -             | 8                         | 52                         |
| Not Practicing Law                                      | 13   | -                          | -             | -                         | -                          |
| Retired   | 9    | -                          | 10            | -                         | 52                         |
| Unemployed, Seeking Non-Legal Employment                | 0    | -                          | -             | -                         | -                          |
| Other   | 11   | 8                          | 2             | 5                         | 26                         |
| Total   | 1188 | 16                         | 12            | 20                        | 104                        |

# A TTORNEY PERCEPTIONS

| Expectation of Satisfaction with the Practice of Law    |       |
|---|-------|
| Becoming More Satisfying                                | 18.4% |
| Becoming Less Satisfying                                | 24.5% |
| Becoming Unsatisfying Enough to Stop Practicing Law     | 8.3%  |
| Remaining the Same                                      | 43.4% |
| Becoming Unsatisfying Enough to Change My Practice Area | 5.3%  |

| Relative Amount of Personal Workload |       |
|--------------------------------------|-------|
| Insufficient to Keep Me Busy         | 22.0% |
| More than I Can Handle               | 21.3% |
| All I Can Handle                     | 56.7% |

| Personal Satisfaction from the Practice of Law |       |
|--|-------|
| A Great Deal                                   | 34.7% |
| Too Little                                     | 23.9% |
| Enough   | 39.3% |
| None   | 2.2%  |

| Perceptions Concerning the Number of Attorneys |       |
|--|-------|
| About Right                                    | 42.5% |
| Too Few  | 5.1%  |
| Too Many                                       | 52.4% |

| Perceptions of Current Economic Conditions Compared to Prior Years |       |
|--|-------|
| Better   | 7.3%  |
| About the Same   | 31.0% |
| Worse  | 61.7% |

| Perceptions of Future Economic Conditions |       |
|---|-------|
| Better                                    | 9.0%  |
| About the Same                            | 39.8% |
| Worse                                     | 51.3% |



# PRIVATE PRACTITIONERS AND MANAGING PARTNERS – FIRM DATA

## If Your Firm Employs Paralegals or Legal Assistants, How are Their Services Billed?

|                             | N   | Percent |
|-----------------------------|-----|---------|
| Do Not Employ Any           | 127 | 41.4    |
| No Separate Charge          | 42  | 13.7    |
| Included in Attorney Charge | 30  | 9.8     |
| Hourly Basis                | 93  | 30.3    |
| Self-Developed Fee Schedule | 11  | 3.6     |
| Other System                | 4   | 1.3     |
| Total                       | 307 | 100.0   |

## By How Much Did Your Firm Change the Hourly Billing Rate Last Time it Was Reviewed?

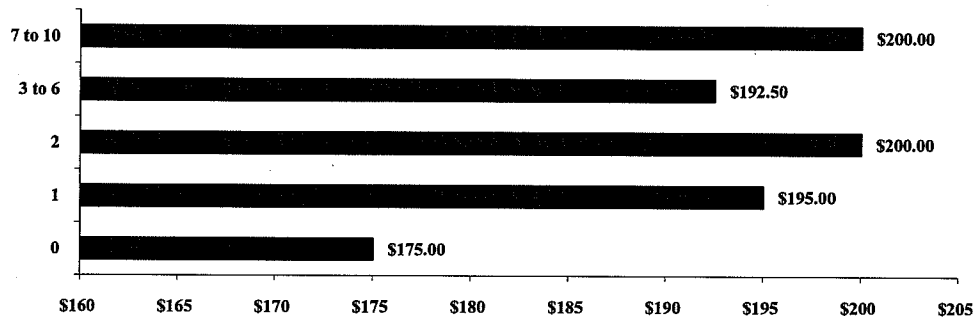
|                        | N   | Percent |
|------------------------|-----|---------|
| Increase by 5% or Less | 72  | 19.5%   |
| 6% to 10%              | 108 | 29.2%   |
| 11% to 19%             | 53  | 14.3%   |
| 20% or More            | 28  | 7.6%    |
| Decreased in %         | 3   | .8%     |
| No Change              | 106 | 28.6%   |
| Total                  | 370 | 100.0%  |

## How Often Does Your Firm Review Hourly Billing Rates?

|                                | N   | Percent |
|--------------------------------|-----|---------|
| More Often than Every 6 Months | 22  | 5.8%    |
| 7 to 11 Months                 | 40  | 10.6%   |
| 12 to 17 Months                | 189 | 50.1%   |
| 18 to 24 Months                | 27  | 7.2%    |
| Longer than 24 Months          | 99  | 26.3%   |
| Total                          | 377 | 100.0%  |

| What Percentage of Your Billings are Uncollectable? |     |         |
|---|-----|---------|
|   | N   | Percent |
| Less than 3%  | 175 | 47.0%   |
| 3% to 8%  | 84  | 22.6%   |
| 9% to 12%   | 60  | 16.1%   |
| 13% or More   | 53  | 14.2%   |
| Total   | 372 | 100.0%  |

**Top Median Hourly Transactional Billing Rates by Firm Size**



| Distribution of Hourly Transactional Billing Rates by Firm Size |       |       |                              |                    |                    |                    |                    |
|---|-------|-------|------------------------------|--------------------|--------------------|--------------------|--------------------|
|   | Count | Mean  | Median<br>50th<br>Percentile | 10th<br>Percentile | 25th<br>Percentile | 75th<br>Percentile | 90th<br>Percentile |
| 0   | 5     | \$173 | \$175                        | \$125              | \$138              | \$208              | -                  |
| 1   | 225   | \$194 | \$195                        | \$150              | \$150              | \$213              | \$250              |
| 2   | 31    | \$203 | \$200                        | \$152              | \$175              | \$225              | \$250              |
| 3 to 6  | 34    | \$206 | \$193                        | \$140              | \$154              | \$231              | \$300              |
| 7 to 10   | 9     | \$231 | \$200                        | \$120              | \$181              | \$250              | -                  |
| 11 to 20  | 2     | -     | -                            | -                  | -                  | -                  | -                  |
| More than 100   | 1     | -     | -                            | -                  | -                  | -                  | -                  |
| Total   | 307   | \$197 | \$195                        | \$150              | \$155              | \$225              | \$250              |